

Chapter 2

Students, Faculty and Staff

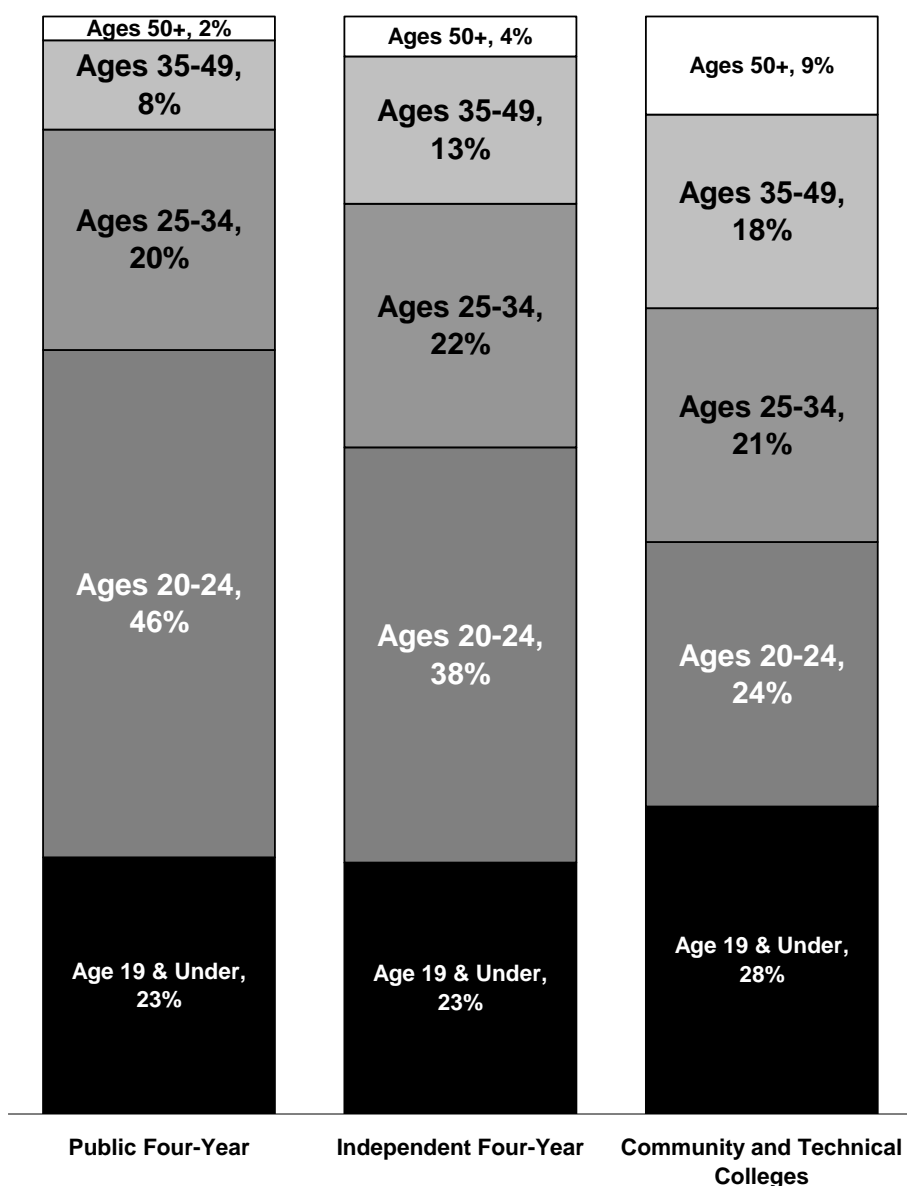
Students, Faculty and Staff

Who are the students in higher education?

Age distribution

At public institutions, a larger proportion of younger students enroll at four-year institutions, while the two-year community and technical colleges have a higher number of older students. Percentages below are based on fall headcounts of those who reported age.

Fall 2006 Age Distribution by Sector

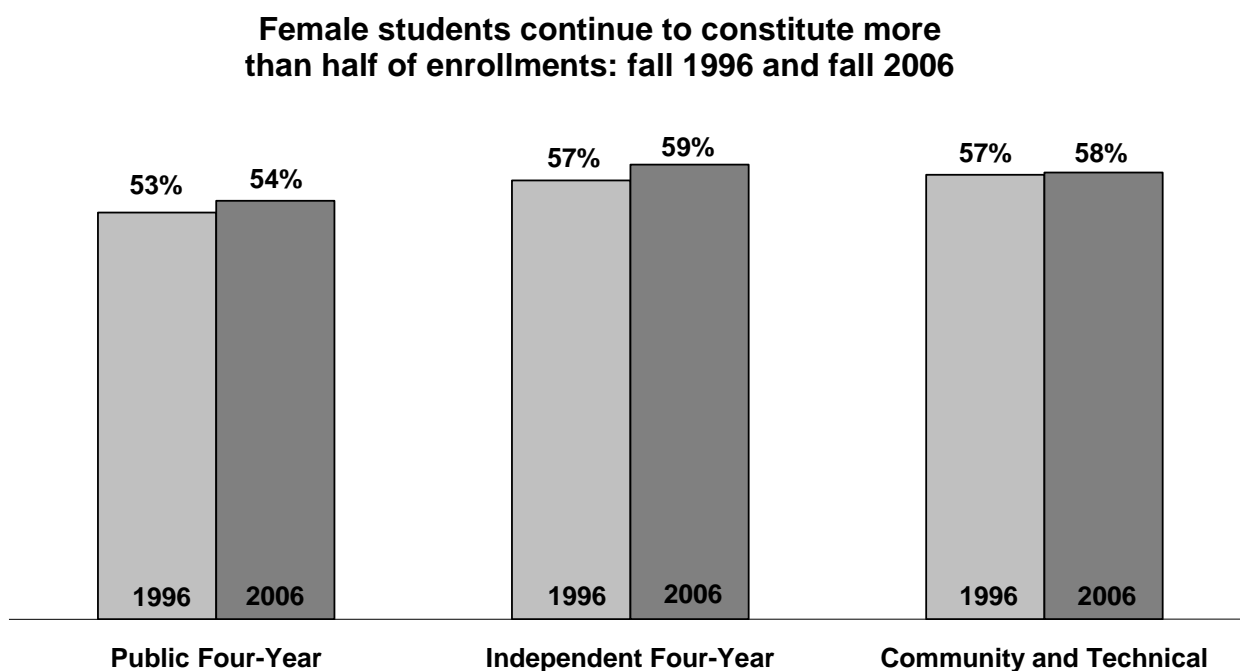


Source: Integrated Postsecondary Education Data System (U.S. Department of Education), fall 2006.

Students, Faculty and Staff

Gender distribution

Since 1996, enrollments at most institutions have maintained a higher percentage of female students. The distribution by gender, for 1996 and 2006, is shown here.



Source: Integrated Postsecondary Education Data System (U.S. Department of Education), fall 1996 and fall 2006.

Note: Percentages are based on fall headcounts.

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Race/ethnicity

Enrollments by race and ethnicity show variations by type of institution.

Fall headcount enrollments by race/ethnicity: fall 1996 and fall 2006

	Headcount enrollment			Percentage within each sector		
	Public four-year	Independent four-year	Community and technical colleges	Public four-year	Independent four-year	Community and technical colleges
Fall 1996						
Black	2,180	1,092	7,644	2.5%	2.7%	4.2%
Native American	1,579	623	3,953	1.8%	1.6%	2.1%
Asian/Pacific Islander	9,065	2,553	11,117	10.4%	6.4%	6.0%
Hispanic	3,029	1,223	6,949	3.5%	3.1%	3.8%
White	64,667	29,670	131,794	74.1%	74.2%	71.6%
Nonresident Alien	3,644	2,091	3,753	4.2%	5.2%	2.0%
Unknown race/ethnicity	3,140	2,738	18,948	3.6%	6.8%	10.3%
TOTAL	87,304	39,990	184,158			
Fall 2006						
Black	3,011	1,999	8,050	2.8%	4.0%	4.2%
Native American	1,733	759	3,075	1.6%	1.5%	1.6%
Asian/Pacific Islander	12,812	3,911	13,201	11.9%	7.7%	6.9%
Hispanic	4,980	2,537	10,847	4.6%	5.0%	5.7%
White	70,160	33,907	122,130	65.3%	67.1%	64.2%
Nonresident Alien	4,175	1,682	4,303	3.9%	3.3%	2.3%
Unknown race/ethnicity	10,578	5,758	28,540	9.8%	11.4%	15.0%
TOTAL	107,449	50,553	190,146			

Source: Integrated Postsecondary Education Data System (U.S. Department of Education) fall 1996 and fall 2006.

Notes: The definition of a nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely.

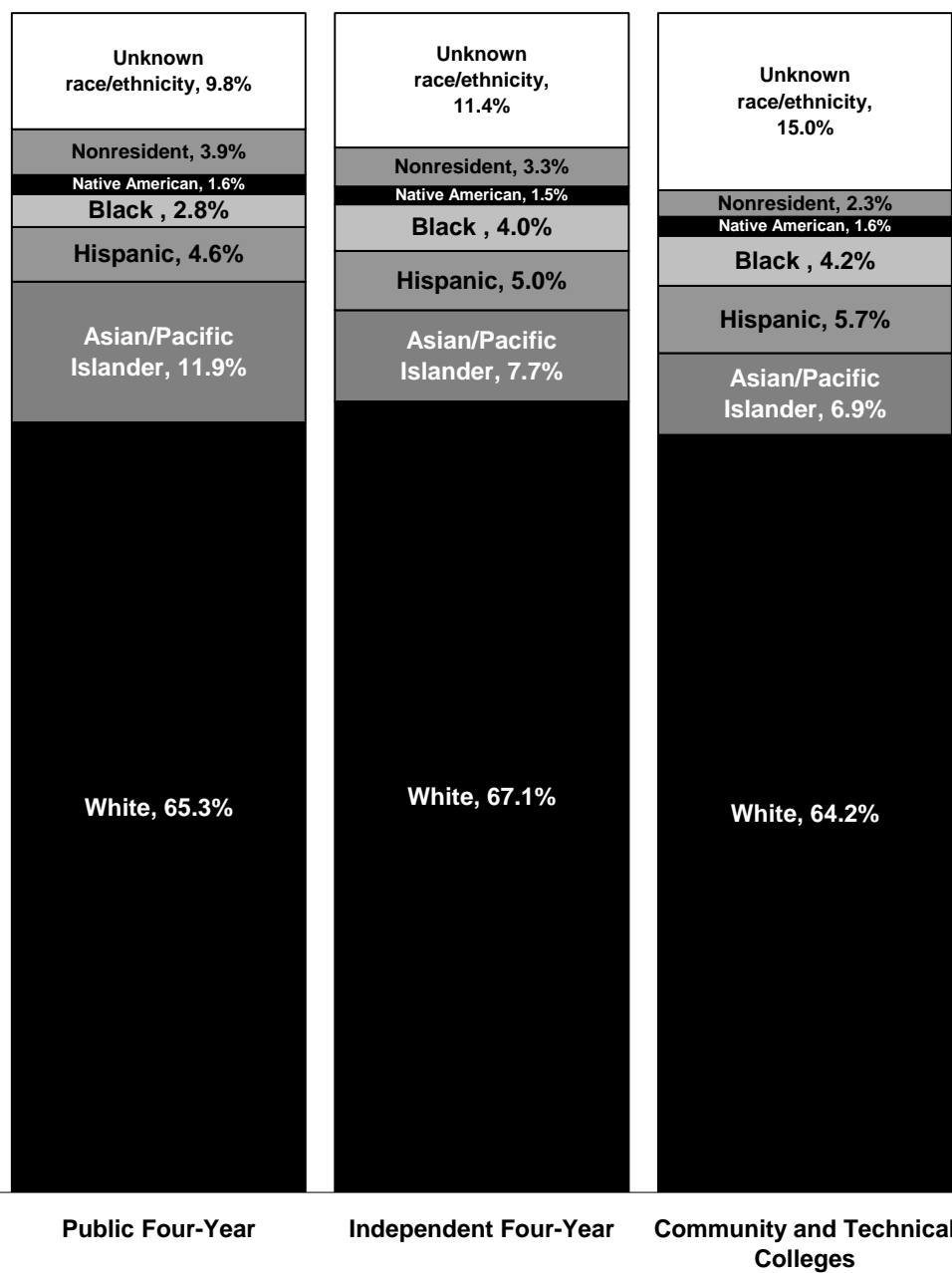
“Hispanic” is an ethnicity designation, and Hispanics can be of any race. Data for individual race categories (Black, Native American, Asian/Pacific Islander, and White) include only those who are non-Hispanic.

Students, Faculty and Staff

Race/ethnicity

The chart below illustrates enrollments in fall 2006 by race/ethnicity among types of institutions.

**Enrollment by Race/Ethnicity
Fall 2006**



Source: Integrated Postsecondary Education Data System (U.S. Department of Education), fall 2006.

Students, Faculty and Staff

Race/ethnicity

Of the almost 300,000 students public higher education in Washington serves, approximately 88 percent were residents and have indicated their race and ethnicity. The chart below illustrates differences in the composition of Washington's population and the students at two- and four-year public institutions.

2006 population composition by race/ethnicity compared to public college headcount enrollment for two- and four-year public institutions of higher education in Washington in fall 2006

	2006: Percentage of Washington Population	Fall 2006: Percentage of Public Two-Year Enrollment	Fall 2006: Percentage of Public Four-Year Enrollment
Native American	1.5%	1.6%	1.9%
Asian/Pacific Islander	6.8%	10.0%	12.7%
Black	3.4%	5.3%	2.9%
Hispanic	8.9%	12.4%	5.6%
White	76.8%	68.7%	74.7%
Two or more races	2.8%	2.0%	2.3%
Total by Race / Ethnicity	6,375,600	165,143	88,796
Unknown/Nonresident/Other	n/a	21,882	11,962
Total Population	6,375,600	187,025	100,758

Sources: *Population Estimates*: 2006 Population Estimates by Age, Gender, Race and Hispanic Origin (*Office of Financial Management*); *Four-Year Institutions*: Higher Education Enrollment Report (*Office of Financial Management*) fall 2006, Table 16a; *Two-Year Institutions*: Fall 2006 Enrollment and Staffing Report (*State Board for Community and Technical Colleges*).

Notes: These percentages do not include students for whom race/ethnicity is unknown, as well as those students who are not Washington residents and those students whose race/ethnicity did not fit into predefined categories. The total of these students not included was 33,844, or 11.8 percent of the total enrollment. Of these students, the majority were of unknown race/ethnicity.

“Hispanic” is an ethnicity designation and Hispanics can be of any race. Data for individual race categories (Black, Native American, Asian/Pacific Islander, White, and Two or More Races) include only those who are non-Hispanic.

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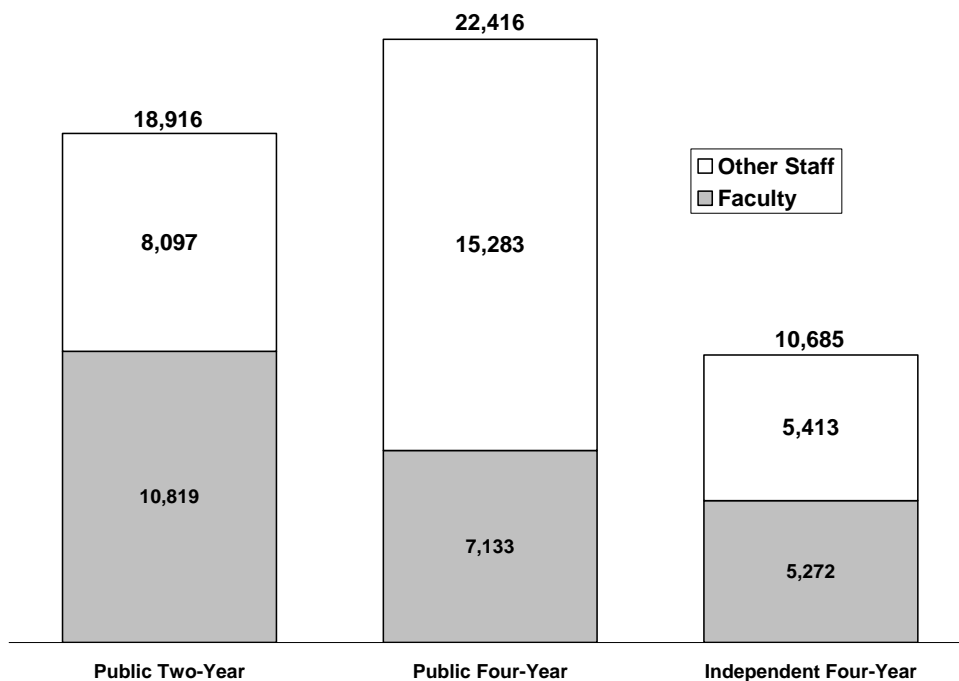
How many faculty and staff are employed by Washington higher education?

In fall 2006, more than 52,000 people were employed (either full-time or part-time) by Washington's public institutions and the independent four-year colleges and universities. These employees are categorized as either faculty or staff.

Staff includes executive, administrative, managerial, technical, clerical, secretarial, skilled crafts, and service and maintenance personnel. Faculty refers to those whose main assignments are instruction, research, or public service; faculty may hold various academic rank titles.

In fall 2006, 57 percent of employees at public two-year, 32 percent at public four-year, and 49 percent at independent four-year institutions were faculty.

**Numbers of faculty and staff
(excluding medical school): fall 2006**



Source: Integrated Postsecondary Education Data System (U.S. Department of Education), fall 2006.

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"Peer group" comparisons put Washington faculty salaries in a national context.

State law requires the HECB to make recommendations on college and university faculty salaries based on comparisons with peer institutions around the country.

Peer groups initially were established to compare Washington institutions to others in terms of funding per FTE student. The use of peer groups was subsequently extended to discuss faculty salaries, as well as tuition and fee rates.

The current lists of Washington public four-year institutions' peers were established in 1988, when the Washington Legislature expressed concerns about the narrowness of the peer lists established in 1984 (seven or eight institutions for each peer group). At that time, the HECB formed the Special Joint Study Group (JSG) on Higher Education, composed of members of both houses of the Legislature, the executive branch, and the board.

The group endorsed the new groups of peers and recommended using these new peer groups as external benchmarks to measure the adequacy of financial support for higher education. The JSG also established a funding goal for Washington institutions to achieve the 75th percentile level of the comparison groups over four biennia, beginning in 1989.

Concurrent with the actions of the Joint Study Group, the HECB adopted a new set of institutional comparison groups and adopted the 75th percentile for these groups as the funding goal for Washington institutions. The Special Joint Study Group report was presented to the 1989 Legislature.

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Peer groups

The criteria used to establish the peer groups reflect a national perspective. The peer groups include institutions that are similar in size, program offerings, student mix, and research orientation. More specifically, the Carnegie Commission's classification of institutions is used as the basis for selecting comparison groups for Washington institutions of higher education (peer group numbers include Washington institutions).

- The national comparison group for the University of Washington is all public institutions in the Carnegie classification "Research Universities, category 1, with medical schools" (25 institutions).
- The national comparison group for Washington State University is all public land grant universities in the Carnegie classification "Research Universities, categories 1 and 2, with veterinary schools" (23 institutions).
- The national comparison group for Central, Eastern, and Western Washington Universities is all public institutions in the Carnegie classification "Comprehensive Colleges and Universities, category 1" (278 institutions).
- The national comparison group for The Evergreen State College is a group of public institutions in "Comprehensive, category 1, and Liberal Arts, category 2" selected based on size, similarities of degrees awarded, and other characteristics common to TESC (27 institutions). However, for salary comparison purposes, the peer group for the comprehensive universities is used.
- The national comparison group for the Washington community college system is all state community college systems in the country. National peer group comparisons for community colleges were discontinued in 1997-98.

Students, Faculty and Staff

What are the average faculty salaries at Washington's public higher education institutions, and how do they rank with their peers?

In 2006-07, average faculty salaries at Washington four-year institutions ranged from \$58,073 at The Evergreen State College to \$92,502 at the University of Washington.

Compared to its established peer group, the University of Washington's average salary was at the 58th percentile. Washington State University compared least favorably, with its average salary at the 18th percentile of its peer group.

These averages reflect full-time faculty (for three academic ranks) whose major assignment is instruction or instruction combined with research or public service.

History of faculty salaries at Washington institutions relative to their peers for three academic ranks: full, associate, and assistant professors (as reported each biennium by the HECB to the Legislature)

	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
University of Washington						
<i>Average salary</i>	\$76,777	\$77,613	\$79,894	\$83,530	\$86,800	\$92,502
<i>Peer group percentile rank</i>	50 th	38 th	38 th	54 th	54 th	58 th
Washington State University						
<i>Average salary</i>	\$64,707	\$64,901	\$65,974	\$68,365	\$72,702	\$75,491
<i>Peer group percentile rank</i>	18 th	14 th	14 th	14 th	18 th	18 th
Central Washington University						
<i>Average salary</i>	\$52,828	\$52,832	\$54,607	\$56,583	\$58,435	\$62,933
<i>Peer group percentile rank</i>	28 th	23 rd	29 th	31 st	35 th	43 rd
Eastern Washington University						
<i>Average salary</i>	\$55,340	\$55,333	\$54,745	\$56,029	\$57,550	\$61,050
<i>Peer group percentile rank</i>	46 th	35 th	31 st	29 th	29 th	35 th
The Evergreen State College						
<i>Average salary</i>	\$53,548	\$54,014	\$54,995	\$54,879	\$56,805	\$58,073
<i>Peer group percentile rank</i>	32 nd	29 th	32 nd	23 rd	24 th	22 nd
Western Washington University						
<i>Average salary</i>	\$57,017	\$57,448	\$57,224	\$58,433	\$60,673	\$63,354
<i>Peer group percentile rank</i>	54 th	50 th	42 nd	42 nd	45 th	46 th
Community / Technical Colleges						
<i>Average salary</i>	\$46,247	\$47,916	\$48,303	\$48,240	\$49,518	\$50,766
<i>Peer group percentile rank</i>	n/a	n/a	n/a	n/a	n/a	n/a

Sources: Integrated Postsecondary Education Data System (U.S. Department of Education); Higher Education Coordinating Board, *Faculty Salary Survey*; American Association of University Professors, *Report on the Economic Status of the Profession*; State Board for Community and Technical Colleges, *Academic Year Reports*.

Notes: Average salary refers to the arithmetic mean of faculty salaries. A percentile rank represents the salary at which that percentage of institutions' salaries falls at or below. For example, in the table above, in 2006-07, the UW's average faculty salary of \$92,502 was at the 58th percentile. This means that in 2006-07, 58 percent of UW's peer institutions' salaries fell at or below \$92,502, and 42 percent were above that amount. Peer group comparisons for community and technical colleges were discontinued in 1997-98.

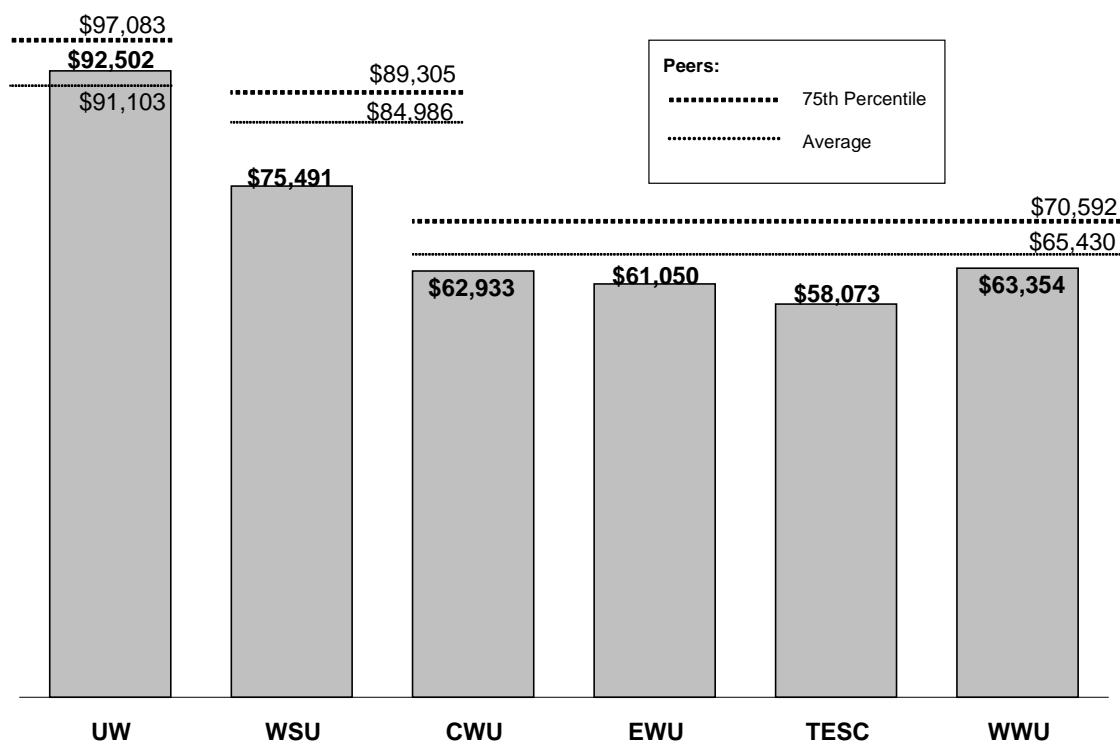
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How do faculty salaries in Washington higher education institutions compare to the average salaries at peer institutions and the 75th percentile?

In 2006-07, average faculty salaries at all Washington's public four-year institutions, except for the University of Washington, were below the average salaries of their established peer groups and all were below the 75th percentile of their peer groups.

These averages reflect full-time faculty (for three academic ranks – full professor, associate professor, and assistant professor) whose major assignment is instruction or instruction combined with research and/or public service.

In 2006-07, average full-time faculty salaries at Washington's public four-year institutions were generally below the average of their peer institutions
(for three academic ranks: full, associate, and assistant professors)



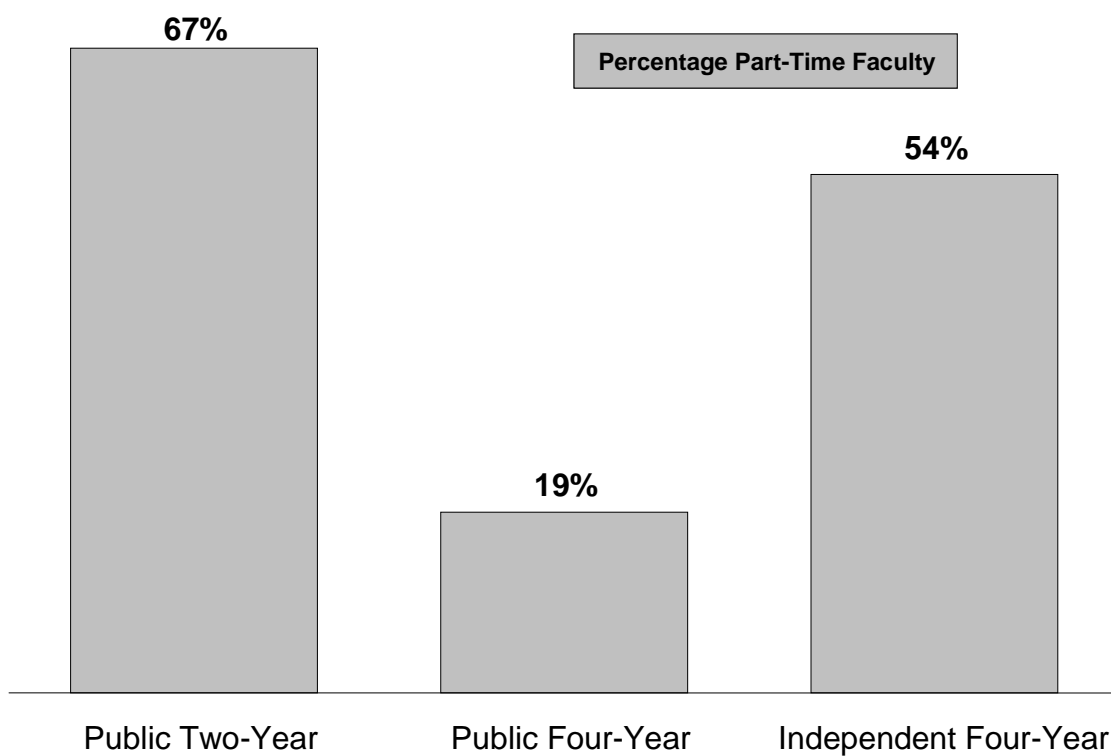
Sources: Higher Education Coordinating Board, *Faculty Salary Survey*; American Association of University Professors, *Report on the Economic Status of the Profession*.

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What percentage of faculty employed in Washington higher education are part-time?

Differences in the use of part-time faculty are seen in Washington's higher education institutions.

In fall 2006, the majority of faculty in public two-year colleges and at independent institutions were employed part-time, while at public four-year institutions a much lower percentage were employed part-time



Sources: Integrated Postsecondary Education Data System (U.S. Department of Education), fall 2006.

Notes: "Faculty" refers to those whose main assignments are instruction, research, or public service; faculty may hold various academic rank titles.

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What is the racial/ethnic breakdown of faculty in Washington's higher education institutions?

In fall 2005, the largest percentage of faculty in each of the higher education sectors reported their race/ethnicity as white.

In fall 2005, members of racial/ethnic minorities constituted a small percentage of the faculty

<u>Racial/ethnic background</u>	<u>Public two-year</u>	<u>Public four-year</u>	<u>Independent four-year</u>
Black	2.5%	1.5%	3.2%
Asian/Pacific Islander	4.4%	7.1%	5.7%
Hispanic	2.9%	2.3%	2.4%
Native American	1.2%	.8%	.7%
White	88.1%	73.1%	81.4%
Other/Unknown*	.9%	15.2%	6.6%

* "Other/Unknown" includes "nonresident aliens" at the four-year institutions.

Sources: Public four-year and independents – Integrated Postsecondary Education Data System (U.S. Department of Education), fall 2005. Public two-year – State Board for Community and Technical Colleges, *Fall Enrollment & Staffing Report*, 2005 (reflects state-supported faculty).

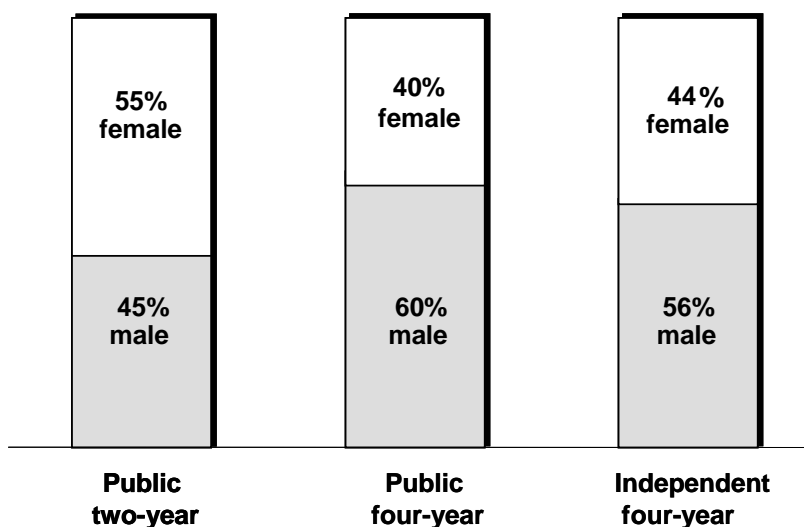
Notes: At four-year institutions, "faculty" refers to those whose main assignments are instruction, research, or public service; faculty may hold various academic rank titles. At public two-year institutions, "faculty" includes classroom instructors, counselors, and librarians. These numbers are reported every two years, and will be updated for fall 2007 in the next edition of Key Facts.

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What is the gender distribution of faculty in Washington's higher education institutions?

In fall 2005, males comprised 45 percent of the faculty at public two-year institutions, 60 percent at public four-year institutions, and 56 percent at independent four-year institutions.

In fall 2005, the majority of all faculty at community and technical colleges were women, while a majority at the four-year institutions were men



Sources: Public four-year and independents – Integrated Postsecondary Education Data System (U.S. Department of Education), fall 2005. Public two-year – State Board for Community and Technical Colleges, *Fall Enrollment & Staffing Report*, 2005 (data reflect state-supported faculty).

Notes: At public four-year institutions “faculty” refers to those whose main assignments are instruction, research, or public service; faculty may hold various academic rank titles. At public two-year institutions, “faculty” includes classroom instructors, counselors, and librarians. These numbers are reported every two years, and will be updated for fall 2007 in the next edition (2009) Key Facts.